

State Legislative Update

June 18, 2019

Alabama

Employment Applicants

Effective August 1, 2019, employers are prohibited from refusing to interview or hire an applicant if the applicant declines to provide previous salary history. Alabama employers may request the information but prospective employees have the option to decline.

Colorado

State Poster

The State of Colorado has updated its Workers' Compensation Information poster. It is available for download in the myHRWS Portal.

Florida

Electronic Cigarettes

Effective July 1, 2019, "vaping" may not occur at an enclosed indoor workplace.

Illinois

Marijuana Usage

Effective January 1, 2020, HB 1438, legalizes marijuana for recreational use throughout Illinois.

Illinois

Cook County

Effective July 1, 2019 employers in Cook County are required to provide non-tipped employees a minimum wage of \$12.00 per hour.

Iowa

Employer Liability

Effective July 1, 2019, limited liability for an employer, general contractor or premises owner that negligently hires an employee, agent or independent contractor convicted of a public offense.

Kentucky

Employee Accommodations

Effective June 27, 2019, employers with 15 or more employees must make accommodations for pregnancy and childbirth as well as related issues to include providing a private space for expressing breast milk and adjusting work schedules.

Maine

Privacy Protection

Effective July 1, 2020, customer data cannot be sold or utilized unless the customer has given permission to have their data distributed.

Massachusetts

Paid Leave

Massachusetts's paid family and medical leave program has been delayed until October 1st, 2019 giving employers an extra three months to implement/begin wage contributions to the program.

Minnesota

Wage Protection

Effective July 1, 2019, with criminal provisions beginning August 1, 2019, the State of Minnesota will invest \$3.1 million in new funding over the next two years to better enforce the State Department of Labor and Industry's wage and hour laws. The new Minnesota Wage Theft law will bring additional protections for workers, including adding criminal penalties for employers who commit wage theft.

Minnesota

Workers Compensation

Effective August 31, 2020, the Workers' Compensation Law is expanded, requiring employers to report to the workers' compensation commissioner within 14 days, if a permanent partial disability has been determined, a rehabilitation report has been filed or a dispute document has been filed.

New Jersey

Employee Protection

Effective January 1, 2020, employees working at a hotel with 100 or more guest rooms must be issued a panic device if they will be assigned to work in a guest room.

North Carolina

Taxes

Effective July 1, 2019, the interest rate on tax underpayments is 5% for the second half of 2019.

Oregon

Employee Records

Effective June 6, 2019, if a federal agency will be inspecting an employer's records in regard to employment eligibility and employee identity, the employer must provide notice to employees within 3 business days of learning about an inspection.

Oregon

Employee Leave

Effective October 1, 2020, it is an unlawful employment practice for an employer to enter into an agreement with an employee or prospective employee, as a condition of employment, continued employment, promotion, compensation or the receipt of benefits, that contains a nondisclosure provision, a non-disparagement provision or any other provision that has the purpose or effect of preventing the employee from disclosing or discussing conduct.

Oregon

Employee Leave

Effective January 1, 2020, employers must provide family and medical leave to employees for donation of a body part, organ, or tissue - including time for preoperative or diagnostic services, surgery, post-operative treatment and recovery.

South Carolina

Taxes

Effective July, 1 2019 the interest rate on tax underpayments is 5% for the third quarter of 2019.

Vermont

Employment Applicants

Effective July 1, 2019, applicants are not required to disclose expunged or sealed criminal records to potential employers.

Vermont

Taxes

Effective July 1, 2019 to June 30, 2020, unemployment tax rates for experienced employers range from 0.8 to 6.5 percent and the standard tax rate for new employers is one percent.